

United States Environmental Protection Agency POSITION DESCRIPTION COVERSHEET		1. DUTY LOCATION Atlanta, GA		2. POSITION NUMBER (b) (6)	
3. CLASSIFICATION ACTION: a. Reference of Series and Date of Standards Used to Classify this Position JFS 0400 9/05; JFS 0800 11/08; JFS 1300 12/97					
Official Allocation		b. Title Environmental Engineer		c. Pay Plan GS	d. Series 0819
4. Supervisor's Recommendation Environmental Engineer				e. Grade 13	f. CLC
5. ORGANIZATIONAL TITLE OF POSITION (if any)			6. NAME OF EMPLOYEE (b) (6)		
7. ORGANIZATION (Give complete organizational breakdown)			e. Eastern Communities and Watersheds Section		
a. U.S. ENVIRONMENTAL PROTECTION AGENCY			f.		
b. Region 4			g.		
c. Water Protection Division			h. Employing Office Location Atlanta, GA		
d. Sustainable Communities and Watersheds Branch			i. Organization Code TRGA 00.00		
8. SUPERVISORY STATUS					
<input type="checkbox"/> [2] Supervisor or Manager. Position requires the exercise of supervisory or managerial responsibilities that meet, at least, the minimum requirements for application of the General Schedule Supervisory Guide (GSSG) or similar standards for minimum supervisory responsibility specified in other position classification standards.					
<input type="checkbox"/> [4] Supervisor. Position meets the definition of Supervisor in 5.U.S.C. 7103(a)(10), but does not meet the minimum requirements for application of the GSSG.					
<input type="checkbox"/> [5] Management Official. Position meets the definition of Management Official in 5.U.S.C. 7103(a)(11), but does not meet the GSSG definition of Supervisor/Manager or the definition of Supervisor in 5.U.S.C. 7103(a)(10).					
<input type="checkbox"/> [6] Lead Position leads a team performing one-grade interval work and meets the minimum requirements for application of Part I of the Work Leader Grade Evaluation Guide (WLGE) or is under a wage system and meets similar minimum requirements as specified by those job standards or other directives of the applicable pay system.					
<input type="checkbox"/> [7] Team Leader. Position leads a team performing two-grade interval work and meets the minimum requirements for application of Part II of the WLGE.					
x [8] All Other Positions. Position does not meet any of the above definitions. This is a non-supervisor/non-managerial position.					
9. SUPERVISORY CERTIFICATION I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships and that the position is necessary to carry out governmental functions for which I am responsible. The certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.					
a. Typed Name and Title of Immediate Supervisor (b) (6)					
I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.					
a. Promotion Potential					
X This position has no promotion potential <input type="checkbox"/> If position develops as planned and employee progresses satisfactorily, this position has known promotion potential to grade:					
b. PSB Risk Designation <input type="checkbox"/> 1 Low <input checked="" type="checkbox"/> 2 Moderate <input type="checkbox"/> 3 High Security Clearance Required: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		c. Financial Disclosure Form <input checked="" type="checkbox"/> OGE-450 Required <input type="checkbox"/> OGE-278 Required <input type="checkbox"/> No financial disclosure forms required		d. "Identical, Additional" (IA) Allocation This position <input checked="" type="checkbox"/> may be IA'ed <input type="checkbox"/> may not be IA'ed <input type="checkbox"/> is limited to current incumbent	
		e. FLSA Determination <input type="checkbox"/> NONEXEMPT <input checked="" type="checkbox"/> EXEMPT* (*check exemption category) <input type="checkbox"/> Administrative <input checked="" type="checkbox"/> Professional <input type="checkbox"/> Executive		f. Functional Classification Code 94	
g. Bargaining Unit Code 1050		h. Check, if applicable: <input type="checkbox"/> Medical Monitoring Required <input checked="" type="checkbox"/> Extramural Resources Management Duties (45% of time) <input type="checkbox"/> This position is subject to random drug testing ()		i. Classifier's Signature Nem' Quinn	
				j. Date 10/1/94	
11. REMARKS Interdisciplinary 819/401/1301 Pre-designated Moderate Risk WM-14-125					

INSTRUCTIONS

I. ITEMS

- 1) DUTY LOCATION:** Show the geographical location of the position, e.g., Washington D.C., New York, NY, etc.
- 2) POSITION NUMBER:** To be completed by Human Resources Office or Shared Service Center.
- 3) CLASSIFICATION ACTION:** To be completed by Human Resources Office or Shared Service Center.
- 4) SUPERVISOR'S RECOMMENDATION:** Show the title service (GS, WG, etc) series and grade recommended by the supervisor.
- 5) ORGANIZATIONAL TITLE:** Indicate the organizational title of the position if any, e.g., Division Director, Team Leader, etc.
- 6) NAME:** Name of Employee. If vacant, indicate "vacancy."
- 7) ORGANIZATION:** Show the organizational designation of the position starting with the first subdivision under the EPA. Indicate the official organizational code for the lowest approved organization.
- 8) SUPERVISORY/MANAGERIAL DESIGNATION:** To be completed by immediate supervisor.
- 9) SUPERVISORY CERTIFICATION:** To be certified by the first and second line supervisors who are delegated the responsibility for assigning and reviewing work. Reference appropriate delegations, manuals, and guidelines for limitations on signatory authority. Approval by second line supervisors is not required if the immediate supervisor is an Assistant Administrator, Regional Administrator or Laboratory Director. Signing the position description is an important responsibility; any intentional false or misleading statement in this description or willful misrepresentation thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both (18 U.S.C. 1001).
- 10) OFFICIAL CLASSIFICATION CERTIFICATION:** To be completed by Human Resources Office or Shared Service Center.
- 11) REMARKS:** To be completed by Human Resources Office or Shared Service Center.

II. ADDITIONAL INSTRUCTIONS

Type the duties and responsibilities of this position on plain bond paper and attach to this form.

For specific instructions on how to complete this form, please contact your Human Resources Office or Shared Service Center.

III. DISTRIBUTION

Original to official position description file in the Human Resources Office.
Copy to Official Personnel Folder (OPF)
Copy to Employee

**Watershed Coordinator
Life Scientist 0401-13
Environmental Engineer 0819-13
Physical Scientist 1301-13**

The position is located in the US Environmental Protection Agency, Region 4, Water Protection Division, Sustainable Communities and Watersheds Branch, Atlanta, Georgia.

As a Senior Watershed Coordinator:

Your **primary purpose** is to coordinate the execution of the Branch programs in specific priority communities or watersheds. You will serve as a water restoration and protection coordinator responsible for facilitating the achievement of locally set goals including water quality restoration or protection. You may be assigned to work in watersheds and communities anywhere in the Region individually, or as part of a team. You will: provide technical assistance and support; implement the Municipal Separate Storm Sewer Systems (MS4) and Construction-related Stormwater NPDES permit programs; and administer technical responsibilities associated with the 604(b) Water Quality Management Planning State Grant Program, Section 319 grants to states to implement nonpoint source pollution management plans, 5 Star grants, Section 320 National Estuary Program grants and miscellaneous community and watershed directed grants such as the Urban Waters Grants and Healthy Watershed Grants in accordance with appropriate sections of the Clean Water Act and other environmental statutes.

Major Duties and Responsibilities:

Place-Based Restoration and Protection Coordination

35%

Provides or procures expert advice and assistance to federal, state, local and/or tribal governments, non-governmental organizations (NGOs), and communities in matters relating to all aspects of the watershed management process (i.e., watershed assessment, developing watershed plans and restoration action strategies, implementing projects and best management practices to achieve water quality, monitoring/evaluating success, legal assistance for ordinance adoption or review, or facilitation). Serves as a technical authority in providing expert advice and assistance to state local and /or tribal governments on matters relating to the development, execution and monitoring of the most complex and politically sensitive water quality restoration and protection policies, plans, and programs (e.g., wetlands, water quality standards, nonpoint source, stormwater permitting). Develops and/or analyzes proposals for new or revised water quality protection regulations, policies and

guidance, and determines their impact on water and/or land resources. Responds to inquiries from congressional representatives and the general public concerning the interpretation and application of new plans and policies designed to meet program objectives.

Assists and advises regional personnel, state and local officials, private industry, and the general public regarding engineering/scientific/technical data and/or activities, and the relevance of such to human health and water pollution.

Advises regional management and/or state or interstate authorities on the status of scientific/engineering developments and the degree to which their involvement is needed to ensure that vital regional or state interests are considered in related agency guidance and policies.

Provides expert and highly specialized technical assistance, models, or interpretations of data on matters related to human health and nonpoint source pollution.

Serves as ^{grants office} project on behalf of the Water Protection Division to coordinate or facilitate planning, implementation, and reporting of multiple restoration and protection projects.

Serve as agency spokesperson for place-based protection and restoration programs and projects. Ensure communities, elected officials, and other interested parties are informed of EPA actions and positions concerning the interpretation and application of Agency water program and requirements. Respond to inquiries from the press, Congressional staff, or state and local officials, and/or Freedom of Information Act (FOIA) requests from the public involving controversial, politically sensitive, and highly complex technical issues. Serve as agency representative during community meetings involving concerned citizens, which may include residents from underserved or low-income communities, to explain and respond to questions or concerns on the release of chemicals and other pollutants, environmental impacts, technical/regulatory requirements, and plans for mitigating impacts.

Watershed and Program Capacity Building

25%

Devises, plans and implements actions that will help governmental bodies, NGOs, citizen groups, other EPA programs or federal and state partners increase or improve their watershed management abilities. Disseminates authoritative watershed management information through, presentation at meetings, workshops, seminars or trainings materials. The assistance may be in the form of financial management, technical or legal advice, delivered by the incumbent or administered through his/her efforts.

Assists and advises regional personnel, state and local officials, private industry, and the general

public regarding scientific/technical data and/or activities, and the relevance of such to human health and water pollution.

Provides expert assistance to federal, state, local and/or tribal governments, non-governmental organizations (NGOs), and communities to help them develop and implement plans and projects, to carry out technical solutions to significant human health and water pollution problems. Provides comprehensive and authoritative assistance to senior Agency management in the negotiation of such plans and the resolution of very sensitive policy, legal and technical issues.

Makes formal presentations of a technical and policy nature before EPA headquarters, other federal, state and local agency officials, private industry and public and private groups.

Develops and conducts technical/scientific training course(s) and/or course materials, and presents training on human health and water pollution.

Initiates and implements dialogue, projects with other federal, state and EPA partners designed to create or improve the capacity to address issues important to citizens, states and local governments, including but not limited to, water quality restoration/protection and human health.

Delivers or secures assistance related to the implementation of issues related to the selection and construction of Best Management Practices for Climate Change Resiliency; assesses and advises partners on the development of Green Infrastructure to meet stormwater needs; assists in planning and implementation of the Healthy Watersheds program; promotes the use of the Five Star Grant program; indicates the need for Section 319(h) Grant assistance through communication with the State and internal program coordinators; and/or, advises the State on needs pertaining to their administration of the 604(b) Water Quality Planning Grants. Reports on financial, programmatic or policy issues related to the above to Senior EPA Management, other local state or federal partners.

Disseminates scientific/ technical information through oral briefings, written documents, workshops, conferences, seminar presentations, and/or public hearings to provide information on significant technical and/or policy issues on a specific program function, or activity.

Partnerships

10%

Builds and/or maintains partnerships with organizations, governmental entities, academia, EPA Headquarters, State water programs, or individuals to leverage resources on behalf of targeted communities or sectors, to address technical, material or financial needs in achieving mission objectives.

Serves as a technical specialist involved with partners in significantly complex environmental

and human health programs that include a variety of controversial characteristics such as conflicting environmental, cultural, and/or political factors. Provides expert advice and assistance to federal, state, local and/or tribal governments and other stakeholder organizations on matters relating to the development, execution, and monitoring of the most complex and politically sensitive policies, plans and programs to protect public health through pollution controls.

Attends, arranges or develops meetings, presentations, workplans, or training.

Facilitates elevated discussions often involving complex project coordination, financial arrangements, development of Memoranda of Understanding, and/or Communication Plans often in politically sensitive and highly visible areas.

Program Oversight

30%

Administers, reviews, analyzes, or coordinates proposed, new, or revised regulations and guidance documents pertaining to the National Pollutant Discharge Elimination Systems (NPDES) Municipal Separate Storm Sewer (MS4) program and Construction Permits, the Nonpoint Source Section 319 program, National Estuary Program grants, Coastal Zone Act Reauthorization Amendments (CZARA), Urban Waters Grants, Green Infrastructure Headquarters assistance projects, and/or State Clean Water Act Section 106 program grants. Provides authoritative technical assistance on controversial, precedent-setting situations. The incumbent is expected to evaluate divergent professional opinions affecting significant environmental policy issues and define feasible options, including the consequences of their adoption.

Conducts specific studies on complex scientific or engineering policy problems for higher level decision makers such as the Division Director, Associate Division Directors, Deputy Regional Administrator, or Regional Administrator. Such studies may involve working with branches, divisions and other offices on the identification and evaluation of legislative initiatives.

Performs Project Officer or Technical Project Officer duties in the administration of various grant programs including conducting audits, reviews and reporting.

Reviews state MS4 and Construction NPDES permits for consistency with regulations and suggests technical or policy improvements and may prepare permits (issuance, reissuance, and modification), where state, local, or tribal agency has not been delegated authority.

Represents the regional office in national or regional internal or external workgroups designed to implement the above programs.

RECRUITMENT KNOWLEDGES, SKILLS, AND ABILITIES (KSAs)

Technical:

1. Expert knowledge of professional environmental engineering/physical science and/or life science concepts, principles, and practices to coordinate the execution of watershed and water quality management programs in specific communities or watersheds.
2. Knowledge of advanced watershed assessment, planning and/or management techniques.
3. Skill in building stakeholder support for assessing, planning, and implementing watershed and water quality protection and restoration efforts; to provide outreach and water quality information and data to stakeholders; and to track, monitor and report results for water quality.
4. Skill in analyzing and using spatial and program data and assessments for the purpose of identifying opportunities for restoring and protecting water quality.

Programmatic:

5. Expert knowledge of one or more Clean Water Act programs in order to identify opportunities for integration to support watershed restoration objectives.

Oral Communication:

6. Skill in presenting technical/scientific information to a variety of individuals and groups including state, local, or tribal agency officials, and private citizens from communities negatively impacted by release of chemicals or other pollutants;

Negotiation:

7. Skill in brokering support (technical, financial, programmatic) for watershed partners in the areas of capacity building, cross-program integration to achieve water quality results, and leveraging assistance from other organizations.

FACTOR LEVEL DESCRIPTIONS

Factor 1: Knowledge Required by the Position

Level 1-8, 1550 points

Mastery of and skill in applying, expertise in advanced environmental engineering or life/physical science theories, principles, concepts, standards, and methods sufficient to:

1. apply experimental theories and/or new applications or developments to:
 - a. extend or modify theories, concepts, and assumptions for water quality protection and restoration;
 - b. resolve unique or novel local community and watershed-scale water quality problems, conditions, or issues;
 - c. or significantly alter standard practices, processes, and known techniques for watershed protection and restoration;
2. provide expert advice to senior colleagues and/or agency officials responsible for broad water program operations, including but not limited to the National Pollutant Discharge Elimination Systems (NPDES) Municipal Separate Storm Sewer (MS4) program and Construction Permits, the Nonpoint Source Section 319 program, National Estuary Program grants, Coastal Zone Act Reauthorization Amendments (CZARA), Urban Waters Grants, Green Infrastructure Headquarters assistance projects, and/or State Clean Water Act Section 106 program grants;
3. provide significant and innovative recommendations for advancing watershed or water quality programs and/or methods; and
4. execute significant water restoration or protection projects representing an important segment of the agency's operating programs, or affecting the welfare of the public and/or the sustainability of natural resources and the environment.

Factor 2: Supervisory Controls

Level 2-4, 450 points

The supervisor outlines overall objectives and available resources. The employee and supervisor, in consultation, discuss scope of the assignment, approaches, timeframes, and possible execution phases. The employee: plans and carries out the assignment; resolves most conflicts independently; coordinates the work with others as necessary; interprets policy and regulatory requirements in terms of established objectives; keeps the supervisor informed of progress and potentially controversial problems, concerns, issues, or other matters; develops changes to plans and/or methodology; and provides recommendations for improvements in order to meet program objectives. The supervisor reviews completed work for soundness of overall approach, effectiveness in meeting requirements or producing expected results, the feasibility of recommendations, and adherence to requirements.

Factor 3: Guidelines

Level 3-4, 450 points

The employee uses very general guidelines and precedents, which are often insufficient, inapplicable to the assignment, or have gaps in specificity requiring considerable interpretation and/or adaptation for application to the particular issues and problems. The employee uses judgment, initiative, and resourcefulness in deviating from established methods to: modify, adapt, and/or refine broader guidelines to resolve specific complex or intricate issues and

problems; research trends and patterns; develop new methods and criteria; or propose new policies and practices.

Factor 4: Complexity

Level 4-5, 325 points

Work consists of a variety of duties requiring the application of many different and unrelated processes and methods to a broad range of activities, a key technological program or industrial emphasis area, or in-depth analysis of controversial or high visibility issues.

The employee makes decisions and executes and/or directs actions exploring, reconciling, and resolving major uncertainties, unique situations, obscure problems, or conflicting objectives typically resulting from: the abstract nature of the concepts or the existence of serious conflicts among scientific requirements, technological developments, standards, program direction, and administrative requirements; reliance on inconclusive or variable facts or data, or rapid or continuing changes in program or work requirements; or agency objectives with unusual demands or major constraints (e.g., funding, labor, materials, and scheduling).

The employee exercises judgment and ingenuity in: evaluating the value and applicability of new or improved technology, strategies, trends, or applications; investigating, predicting, and anticipating issues and conditions extending beyond a single specialty area, and affecting known standards, approaches, precedents, or concepts; developing or collaborating in the formulation of new standards, applications, concepts, or theories changing existing knowledge and extending an understanding of phenomena; assessing and carrying out strategies and actions to affirm the integrity, economy, quality, and effectiveness of engineering or scientific programs; or advocating recommendations, strategies, and actions to reconcile or resolve novel, conflicting, or controversial issues or policies.

Factor 5: Scope and Effect

Level 5-5, 325 points

The work involves: isolating and defining unprecedented issues and unknown conditions; formulating and exploring new theories and phenomena; developing, testing, and advising on new technologies, methods, approaches, and guides; or providing expertise and advice on program planning and policy-making functions covering a broad range of engineering or scientific programs. Work results affect the: efficiency, feasibility, security, integrity, and safety of a wide range of agency activities and/or the activities of other organizations within several regions or a large geographic area; work of other engineering or scientific experts and high-level officials both within and outside the agency; well-being of a substantial number of people; or development of activities or achievement of desired outcomes for major aspects of the agency's engineering or scientific programs or missions.

Factor 6: Personal Contacts**Level 6-3, 60 points**

Personal contacts include individuals or groups from outside the agency, including consultants, contractors, or representatives of the media or professional associations, in moderately unstructured settings. This level may also include contacts with agency officials who are several managerial levels removed from the employee when contacts occur on an ad hoc basis. The employee must recognize or learn the role and authority of each party during the course of the meeting.

Factor 7: Purpose of Contacts**Level 7-3, 120 points**

The purpose of the contacts is to influence and persuade persons or groups to comply with established policies or to accept established methods using persuasion or negotiation, or by establishing rapport to gain information. Contacts may require skill in dealing with fearful, skeptical, or uncooperative people to obtain the desired results.

Factor 8: Physical Demands**Level 8-1, 5 points**

The work is primarily sedentary. Some work may require periods of walking, standing, bending, climbing, or driving a motor vehicle in activities such as inspections of installed equipment and visits to construction sites and industrial, commercial, agricultural, and other business establishments. Employees may carry light items such as books, instruments, and other similar materials. The work does not require any special physical effort.

Factor 9: Work Environment**Level 9-1, 5 points**

The work is usually performed in an office setting. The work area: normally involves everyday risks or discomforts requiring safety precautions typical of offices or meeting and training rooms; or may involve occasional exposure to conditions in production facilities, laboratories, or construction sites requiring normal safety precautions.

Total Points: 3290

Point Range GS-13: 3155-3600

Watershed Coordinator
Life Scientist 0401-13
Environmental Engineer 0819-13
Physical Scientist 1301-13

The position is located in the US Environmental Protection Agency, Region 4, Water Protection Division, Sustainable Communities and Watersheds Branch, Atlanta, Georgia.

As a Senior Watershed Coordinator:

Your **primary purpose** is to coordinate the execution of the Branch programs in specific priority communities or watersheds. You will serve as a water restoration and protection coordinator responsible for facilitating the achievement of locally set goals including water quality restoration or protection. You may be assigned to work in watersheds and communities anywhere in the Region individually, or as part of a team. You will: provide technical assistance and support; implement the Municipal Separate Storm Sewer Systems (MS4) and Construction-related Stormwater NPDES permit programs; and administer technical responsibilities associated with the 604(b) Water Quality Management Planning State Grant Program, Section 319 grants to states to implement nonpoint source pollution management plans, 5 Star grants, Section 320 National Estuary Program grants and miscellaneous community and watershed directed grants such as the Urban Waters Grants and Healthy Watershed Grants in accordance with appropriate sections of the Clean Water Act and other environmental statutes.

Major Duties and Responsibilities:

Place-Based Restoration and Protection Coordination

35%

Provides or procures expert advice and assistance to federal, state, local and/or tribal governments, non-governmental organizations (NGOs), and communities in matters relating to all aspects of the watershed management process (i.e., watershed assessment, developing watershed plans and restoration action strategies, implementing projects and best management practices to achieve water quality, monitoring/evaluating success, legal assistance for ordinance adoption or review, or facilitation). Serves as a technical authority in providing expert advice and assistance to state local and /or tribal governments on matters relating to the development, execution and monitoring of the most complex and politically sensitive water quality restoration and protection policies, plans, and programs (e.g., wetlands, water quality standards, nonpoint source, stormwater permitting). Develops and/or analyzes proposals for new or revised water quality protection regulations, policies and

guidance, and determines their impact on water and/or land resources. Responds to inquiries from congressional representatives and the general public concerning the interpretation and application of new plans and policies designed to meet program objectives.

Assists and advises regional personnel, state and local officials, private industry, and the general public regarding engineering/scientific/technical data and/or activities, and the relevance of such to human health and water pollution.

Advises regional management and/or state or interstate authorities on the status of scientific/engineering developments and the degree to which their involvement is needed to ensure that vital regional or state interests are considered in related agency guidance and policies.

Provides expert and highly specialized technical assistance, models, or interpretations of data on matters related to human health and nonpoint source pollution.

Serves as project on behalf of the Water Protection Division to coordinate or facilitate planning, implementation, and reporting of multiple restoration and protection projects.

Serve as agency spokesperson for place-based protection and restoration programs and projects. Ensure communities, elected officials, and other interested parties are informed of EPA actions and positions concerning the interpretation and application of Agency water program and requirements. Respond to inquiries from the press, Congressional staff, or state and local officials, and/or Freedom of Information Act (FOIA) requests from the public involving controversial, politically sensitive, and highly complex technical issues. Serve as agency representative during community meetings involving concerned citizens, which may include residents from underserved or low-income communities, to explain and respond to questions or concerns on the release of chemicals and other pollutants, environmental impacts, technical/regulatory requirements, and plans for mitigating impacts.

Watershed and Program Capacity Building

25%

Devises, plans and implements actions that will help governmental bodies, NGOs, citizen groups, other EPA programs or federal and state partners increase or improve their watershed management abilities. Disseminates authoritative watershed management information through, presentation at meetings, workshops, seminars or trainings materials. The assistance may be in the form of financial management, technical or legal advice, delivered by the incumbent or administered through his/her efforts.

Assists and advises regional personnel, state and local officials, private industry, and the general

public regarding scientific/technical data and/or activities, and the relevance of such to human health and water pollution.

Provides expert assistance to federal, state, local and/or tribal governments, non-governmental organizations (NGOs), and communities to help them develop and implement plans and projects, to carry out technical solutions to significant human health and water pollution problems. Provides comprehensive and authoritative assistance to senior Agency management in the negotiation of such plans and the resolution of very sensitive policy, legal and technical issues.

Makes formal presentations of a technical and policy nature before EPA headquarters, other federal, state and local agency officials, private industry and public and private groups.

Develops and conducts technical/scientific training course(s) and/or course materials, and presents training on human health and water pollution.

Initiates and implements dialogue, projects with other federal, state and EPA partners designed to create or improve the capacity to address issues important to citizens, states and local governments, including but not limited to, water quality restoration/protection and human health.

Delivers or secures assistance related to the implementation of issues related to the selection and construction of Best Management Practices for Climate Change Resiliency; assesses and advises partners on the development of Green Infrastructure to meet stormwater needs; assists in planning and implementation of the Healthy Watersheds program; promotes the use of the Five Star Grant program; indicates the need for Section 319(h) Grant assistance through communication with the State and internal program coordinators; and/or, advises the State on needs pertaining to their administration of the 604(b) Water Quality Planning Grants. Reports on financial, programmatic or policy issues related to the above to Senior EPA Management, other local state or federal partners.

Disseminates scientific/ technical information through oral briefings, written documents, workshops, conferences, seminar presentations, and/or public hearings to provide information on significant technical and/or policy issues on a specific program function, or activity.

Partnerships

10%

Builds and/or maintains partnerships with organizations, governmental entities, academia, EPA Headquarters, State water programs, or individuals to leverage resources on behalf of targeted communities or sectors, to address technical, material or financial needs in achieving mission objectives.

Serves as a technical specialist involved with partners in significantly complex environmental

and human health programs that include a variety of controversial characteristics such as conflicting environmental, cultural, and/or political factors. Provides expert advice and assistance to federal, state, local and/or tribal governments and other stakeholder organizations on matters relating to the development, execution, and monitoring of the most complex and politically sensitive policies, plans and programs to protect public health through pollution controls.

Attends, arranges or develops meetings, presentations, workplans, or training.

Facilitates elevated discussions often involving complex project coordination, financial arrangements, development of Memoranda of Understanding, and/or Communication Plans often in politically sensitive and highly visible areas.

Program Oversight

30%

Administers, reviews, analyzes, or coordinates proposed, new, or revised regulations and guidance documents pertaining to the National Pollutant Discharge Elimination Systems (NPDES) Municipal Separate Storm Sewer (MS4) program and Construction Permits, the Nonpoint Source Section 319 program, National Estuary Program grants, Coastal Zone Act Reauthorization Amendments (CZARA), Urban Waters Grants, Green Infrastructure Headquarters assistance projects, and/or State Clean Water Act Section 106 program grants. Provides authoritative technical assistance on controversial, precedent-setting situations. The incumbent is expected to evaluate divergent professional opinions affecting significant environmental policy issues and define feasible options, including the consequences of their adoption.

Conducts specific studies on complex scientific or engineering policy problems for higher level decision makers such as the Division Director, Associate Division Directors, Deputy Regional Administrator, or Regional Administrator. Such studies may involve working with branches, divisions and other offices on the identification and evaluation of legislative initiatives.

Performs Project Officer or Technical Project Officer duties in the administration of various grant programs including conducting audits, reviews and reporting.

Reviews state MS4 and Construction NPDES permits for consistency with regulations and suggests technical or policy improvements and may prepare permits (issuance, reissuance, and modification), where state, local, or tribal agency has not been delegated authority.

Represents the regional office in national or regional internal or external workgroups designed to implement the above programs.

RECRUITMENT KNOWLEDGES, SKILLS, AND ABILITIES (KSAs)

Technical:

1. Expert knowledge of professional environmental engineering/physical science and/or life science concepts, principles, and practices to coordinate the execution of watershed and water quality management programs in specific communities or watersheds.
2. Knowledge of advanced watershed assessment, planning and/or management techniques.
3. Skill in building stakeholder support for assessing, planning, and implementing watershed and water quality protection and restoration efforts; to provide outreach and water quality information and data to stakeholders; and to track, monitor and report results for water quality.
4. Skill in analyzing and using spatial and program data and assessments for the purpose of identifying opportunities for restoring and protecting water quality.

Programmatic:

5. Expert knowledge of one or more Clean Water Act programs in order to identify opportunities for integration to support watershed restoration objectives.

Oral Communication:

6. Skill in presenting technical/scientific information to a variety of individuals and groups including state, local, or tribal agency officials, and private citizens from communities negatively impacted by release of chemicals or other pollutants;

Negotiation:

7. Skill in brokering support (technical, financial, programmatic) for watershed partners in the areas of capacity building, cross-program integration to achieve water quality results, and leveraging assistance from other organizations.

FACTOR LEVEL DESCRIPTIONS

Factor 1: Knowledge Required by the Position

Level 1-8, 1550 points

Mastery of and skill in applying, expertise in advanced environmental engineering or life/physical science theories, principles, concepts, standards, and methods sufficient to:

1. apply experimental theories and/or new applications or developments to:
 - a. extend or modify theories, concepts, and assumptions for water quality protection and restoration;
 - b. resolve unique or novel local community and watershed-scale water quality problems, conditions, or issues;
 - c. or significantly alter standard practices, processes, and known techniques for watershed protection and restoration;
2. provide expert advice to senior colleagues and/or agency officials responsible for broad water program operations, including but not limited to the National Pollutant Discharge Elimination Systems (NPDES) Municipal Separate Storm Sewer (MS4) program and Construction Permits, the Nonpoint Source Section 319 program, National Estuary Program grants, Coastal Zone Act Reauthorization Amendments (CZARA), Urban Waters Grants, Green Infrastructure Headquarters assistance projects, and/or State Clean Water Act Section 106 program grants;
3. provide significant and innovative recommendations for advancing watershed or water quality programs and/or methods; and
4. execute significant water restoration or protection projects representing an important segment of the agency's operating programs, or affecting the welfare of the public and/or the sustainability of natural resources and the environment.

Factor 2: Supervisory Controls

Level 2-4, 450 points

The supervisor outlines overall objectives and available resources. The employee and supervisor, in consultation, discuss scope of the assignment, approaches, timeframes, and possible execution phases. The employee: plans and carries out the assignment; resolves most conflicts independently; coordinates the work with others as necessary; interprets policy and regulatory requirements in terms of established objectives; keeps the supervisor informed of progress and potentially controversial problems, concerns, issues, or other matters; develops changes to plans and/or methodology; and provides recommendations for improvements in order to meet program objectives. The supervisor reviews completed work for soundness of overall approach, effectiveness in meeting requirements or producing expected results, the feasibility of recommendations, and adherence to requirements.

Factor 3: Guidelines

Level 3-4, 450 points

The employee uses very general guidelines and precedents, which are often insufficient, inapplicable to the assignment, or have gaps in specificity requiring considerable interpretation and/or adaptation for application to the particular issues and problems. The employee uses judgment, initiative, and resourcefulness in deviating from established methods to: modify, adapt, and/or refine broader guidelines to resolve specific complex or intricate issues and

problems; research trends and patterns; develop new methods and criteria; or propose new policies and practices.

Factor 4: Complexity

Level 4-5, 325 points

Work consists of a variety of duties requiring the application of many different and unrelated processes and methods to a broad range of activities, a key technological program or industrial emphasis area, or in-depth analysis of controversial or high visibility issues.

The employee makes decisions and executes and/or directs actions exploring, reconciling, and resolving major uncertainties, unique situations, obscure problems, or conflicting objectives typically resulting from: the abstract nature of the concepts or the existence of serious conflicts among scientific requirements, technological developments, standards, program direction, and administrative requirements; reliance on inconclusive or variable facts or data, or rapid or continuing changes in program or work requirements; or agency objectives with unusual demands or major constraints (e.g., funding, labor, materials, and scheduling).

The employee exercises judgment and ingenuity in: evaluating the value and applicability of new or improved technology, strategies, trends, or applications; investigating, predicting, and anticipating issues and conditions extending beyond a single specialty area, and affecting known standards, approaches, precedents, or concepts; developing or collaborating in the formulation of new standards, applications, concepts, or theories changing existing knowledge and extending an understanding of phenomena; assessing and carrying out strategies and actions to affirm the integrity, economy, quality, and effectiveness of engineering or scientific programs; or advocating recommendations, strategies, and actions to reconcile or resolve novel, conflicting, or controversial issues or policies.

Factor 5: Scope and Effect

Level 5-5, 325 points

The work involves: isolating and defining unprecedented issues and unknown conditions; formulating and exploring new theories and phenomena; developing, testing, and advising on new technologies, methods, approaches, and guides; or providing expertise and advice on program planning and policy-making functions covering a broad range of engineering or scientific programs. Work results affect the: efficiency, feasibility, security, integrity, and safety of a wide range of agency activities and/or the activities of other organizations within several regions or a large geographic area; work of other engineering or scientific experts and high-level officials both within and outside the agency; well-being of a substantial number of people; or development of activities or achievement of desired outcomes for major aspects of the agency's engineering or scientific programs or missions.

Factor 6: Personal Contacts**Level 6-3, 60 points**

Personal contacts include individuals or groups from outside the agency, including consultants, contractors, or representatives of the media or professional associations, in moderately unstructured settings. This level may also include contacts with agency officials who are several managerial levels removed from the employee when contacts occur on an ad hoc basis. The employee must recognize or learn the role and authority of each party during the course of the meeting.

Factor 7: Purpose of Contacts**Level 7-3, 120 points**

The purpose of the contacts is to influence and persuade persons or groups to comply with established policies or to accept established methods using persuasion or negotiation, or by establishing rapport to gain information. Contacts may require skill in dealing with fearful, skeptical, or uncooperative people to obtain the desired results.

Factor 8: Physical Demands**Level 8-1, 5 points**

The work is primarily sedentary. Some work may require periods of walking, standing, bending, climbing, or driving a motor vehicle in activities such as inspections of installed equipment and visits to construction sites and industrial, commercial, agricultural, and other business establishments. Employees may carry light items such as books, instruments, and other similar materials. The work does not require any special physical effort.

Factor 9: Work Environment**Level 9-1, 5 points**

The work is usually performed in an office setting. The work area: normally involves everyday risks or discomforts requiring safety precautions typical of offices or meeting and training rooms; or may involve occasional exposure to conditions in production facilities, laboratories, or construction sites requiring normal safety precautions.

Total Points: 3290

Point Range GS-13: 3155-3600



United States
ENVIRONMENTAL PROTECTION AGENCY
Washington, DC 20460

Position Risk Designation Checklist

AAship/Region: Region 4 Type of Action: Reassignment SF 52 Request No.: WM-14-125

Position Title/Series/Grade: Environmental Engineer/65-0819-13

Full Performance Level (FPL) of Position: GS-13

(Risk designation is based on FPL)

Functional Title (if applicable): Watersheds Coordinator

(Position's primary function, e.g., official position title may be Life Scientist, but function may be Permit Writer)

Funding: A fingerprint check and, if needed, a background investigation will be funded through your Working Capital Fund (WCF) Service Agreement. Please provide the Service Agreement No.: 14BV04A0013. (Your Service Agreement Account Owner can help you with this.) **Please Note:** This SF 52 action will not be processed unless the service agreement number is provided.

DIRECTIONS: Hiring officials or supervisors must complete this form for **all** personnel actions (appointments, details, promotions, reassignments, recruitments) involving a change in position description exceeding 180 days. The completed form will help the Personnel Security Branch (PSB) determine the position's appropriate risk level. This form must be submitted with the SF 52 package. Answer all "Yes/No" questions based on the FPL position description. Where explanations are requested, attach additional pages, as needed. If you have questions, please contact your local HR representative or service center.

1. Has the risk level of this position already been designated at the full performance level? ☐ Yes ☒ No
What is the name of the incumbent of the above position? _____

If you answered "Yes" to question 1, please skip all remaining questions, print pages 1-2, and sign and date the form.

2. Is the position one of the following predesignated positions? ☒ Yes ☐ No

If "Yes," please indicate the position below, answer question 3, skip remaining questions, print pages 1-2, and sign/date the form.

NOTE: Unless otherwise specified, these predesignations are effective up to and including Grade 13. Grade 14 and 15 positions must be individually designated, requiring the completion of questions 3 through 18.

- | | |
|---|---|
| <input type="checkbox"/> Attorney—Moderate | <input type="checkbox"/> IT Specialist (Enterprise Architecture)—Moderate |
| <input type="checkbox"/> Bench Scientist, such as chemist, biologist, etc.—Moderate | <input type="checkbox"/> IT Specialist (Internet)—High |
| <input type="checkbox"/> Contract Project Officer—Moderate | <input type="checkbox"/> IT Specialist (Network Services)—High |
| <input type="checkbox"/> Contract Specialist—Moderate | <input type="checkbox"/> IT Specialist (Operating System)—High |
| <input type="checkbox"/> Criminal Investigator (all grades, all positions)—High | <input type="checkbox"/> IT Specialist (Policy and Planning)—Moderate |
| <input type="checkbox"/> Deputy Division or Division Director—High | <input type="checkbox"/> IT Specialist (Security)—High |
| <input type="checkbox"/> Financial Specialist/Accountant/Budget Analyst—Moderate | <input type="checkbox"/> IT Specialist (System Administrator)—High |
| <input checked="" type="checkbox"/> Grants Project Officer—Moderate | <input type="checkbox"/> IT Specialist (Systems Analysis)—Moderate |
| <input type="checkbox"/> Grants Specialist (GS 12 and below)—Low | <input type="checkbox"/> On-Scene Coordinator (all grades, all positions)—High |
| <input type="checkbox"/> Grants Specialist (GS 13 and above)—Moderate | <input checked="" type="checkbox"/> Permit Writer—Moderate |
| <input type="checkbox"/> HR Specialist (Benefits)—Moderate | <input type="checkbox"/> Public Affairs Specialist/Community Involvement Coordinator—Moderate |
| <input type="checkbox"/> HR Specialist (Classification)—Low | <input type="checkbox"/> QA Scientist—Moderate |
| <input type="checkbox"/> HR Specialist (ER/LR)—Moderate | <input type="checkbox"/> RCRA Corrective Action Officer—Moderate |
| <input type="checkbox"/> HR Specialist (Generalist)—Moderate | <input type="checkbox"/> Remedial Project Manager—Moderate |
| <input type="checkbox"/> HR Specialist (Staffing)—Moderate | <input type="checkbox"/> Site Assessment Manager—Moderate |
| <input type="checkbox"/> HR Specialist (Training)—Low | <input type="checkbox"/> Support Services Specialist—Moderate |
| <input type="checkbox"/> Inspector—Moderate | <input type="checkbox"/> Toxicologist—Moderate |
| <input type="checkbox"/> IT Specialist (Application Software)—High | |
| <input type="checkbox"/> IT Specialist (Customer Service)—Moderate | <input type="checkbox"/> OIG Employee (all grades, all positions)—High |
| <input type="checkbox"/> IT Specialist (Data Management)—Moderate | <input type="checkbox"/> Other Known High-Risk Position—High |
| | <input type="checkbox"/> Supervisor of High-Risk Employee(s)—High |

3. Requires access to classified information or materials? ☐ Yes ☒ No (If "Yes," include clearance justification w/package.) What clearance level is required? ☐ Secret ☐ Top Secret

NOTE: If you answered "Yes" to No. 2 and have answered No. 3, skip remaining questions, print pages 1-2, and sign/date the form.

Answer all "Yes/No" questions based on the FPL position description. If explanations are requested, attach additional pages.

4. **Requires access to sensitive information or materials?** ☐ Yes ☐ No (If "Yes," check all that apply.)
☐ EPA's financial resources/records ☐ Confidential business information
☐ Proprietary information ☐ Personally identifiable information (e.g., address)
☐ Audits (e.g., financial reviews) ☐ Sensitive personally identifiable information (e.g., SSN, date of birth)
☐ Investigations (e.g., CID) ☐ Other information that, if compromised, could cause harm (describe on separate page)
5. **The scope of this position is:**
☐ Local ☐ Regional ☐ National ☐ Global
6. **The impact/potential harm this position could cause would be:**
☐ Internal to EPA ☐ Multi-Agency/Government-wide ☐ Beyond the Government
7. **Position is a presidential or political appointment:** ☐ Yes ☐ No
8. **Requires access to hazardous or dangerous material (nuclear, biological, or chemical):** ☐ Yes ☐ No
 What materials are involved? _____
9. **Makes policy that affects AAship, Regional or Agency operations** (not simply local branch or section operations):
☐ Yes ☐ No Describe: _____
10. **Makes independent decisions or authoritative recommendations that are not subject to substantive verification or supervisory approval/sign off:** ☐ Yes ☐ No
11. **Obligates the agency to take action or spend funds:** ☐ Yes ☐ No
 What actions? _____
 What amount of funding typically? _____ What is the ceiling? _____
12. **Interacts with external contacts when performing duties and/or represents the agency to citizens or external organizations:** ☐ Yes ☐ No (If "Yes," check all that apply.)
Communicates with:
☐ EPA personnel
☐ Government entities outside of EPA
☐ Audience beyond government, including media, private industry, academia, environmental interest groups
Communication methods:
☐ Shares factual information (e.g., technical or policy reports, outreach, or public relations material)
☐ Participates in meetings, conferences, or seminars
☐ Posts material on the EPA intranet or public website
☐ Represents agency or negotiates/defends significant or controversial matters
13. **Protects or identifies critical infrastructure systems/programs, such as water treatment, other utilities, or telecommunications:** ☐ Yes ☐ No
 What systems/programs are involved? _____
14. **Directly enforces health regulations and/or protects public safety:** ☐ Yes ☐ No
15. **Investigates or audits government or nongovernment personnel, programs, and/or activities:** ☐ Yes ☐ No
 (Note: Relates to investigating and auditing, but not simply overseeing.)
 What personnel, programs, and/or activities are involved? _____
16. **Information technology (IT) position that creates, programs, administers, or protects government IT systems, databases, or infrastructure:** ☐ Yes ☐ No (Note: Does not apply to positions that only use IT systems.)
17. **Requires official EPA credentials:** ☐ Yes ☐ No
 (Note: Credential bearers represent the agency and perform specific civil enforcement tasks, e.g., EPA inspectors.)
18. **Other unique or critical characteristics/duties/requirements not previously covered?** ☐ Yes ☐ No
 Describe: _____

(b) (6)

Extramural Resources Management Duties Checklist

This checklist must be used with all PDs to identify the percentage of time an employee is engaged in duties related to managing contracts, grants, cooperative agreements, and interagency agreements. For positions requiring performance of these duties for 25% or more of the employees time, in addition to this checklist, such duties must also be described in the body (major duties area) of the PD.

Employee Information		Percentage of Time Spent on Extramural Resources Management	
Name	(b) (6)		This position has no extramural resources management responsibilities.
Position Number		X	Total extramural resources management duties occupy less than 25% of time.
Title	Environmental Engineer		Total extramural resources management duties occupy 25% to 50% of time. These duties are indicated below and described in the position description.
Series/Grade	GS-0819-13		Total extramural resources management duties occupy more than 50% of time. These duties are indicated below and described in the position description.

When this checklist is used	(b) (6)	Required:
Supervisor's Signature		
Personnel Specialist's Signature	Kim Kum	Date
		10/1/14

Part 1. Contracts Management Duties			
Pre-award: <input type="checkbox"/> Plans Procurements <input type="checkbox"/> Estimates Costs <input type="checkbox"/> Obtains funding commitments <input type="checkbox"/> Prepares procurement requests <input type="checkbox"/> Writes statements of work <input type="checkbox"/> Reviews statements of work <input type="checkbox"/> Processes unsolicited proposals <input type="checkbox"/> Responds to pre-award inquiries <input type="checkbox"/> Participates in pre-award conferences <input type="checkbox"/> Conducts technical evaluation of proposals <input type="checkbox"/> Participates in debriefing/protests <input type="checkbox"/> Other (lists)		Monitors management and performance of delivery orders/work assignments after award Defines scope of work for work assignments Approves payment requests of ACH drawdowns Manages cost-reimbursement contracts Reviews invoices Inspects and accepts deliverables Other (list)	
Post-award: <input type="checkbox"/> Prepares delivery orders <input type="checkbox"/> Reviews contractor work plans <input type="checkbox"/> Reviews contractor progress reports <input type="checkbox"/> Monitors government-furnished property <input type="checkbox"/> Monitors cost, management, and overall technical performance of contract after award		Close-out: <input type="checkbox"/> Writes reports on contractor performance, costs, and tasks performed <input type="checkbox"/> Reconciles payments with work performance <input type="checkbox"/> Closes-out payments <input type="checkbox"/> Performs cost accounting <input type="checkbox"/> Provides assistance to Contracting Officer in settling claims <input type="checkbox"/> Other (list)	
		Percentage of Time Spent on Contracts Management <div style="display: flex; justify-content: flex-end; align-items: center;"> <div style="border: 1px solid black; width: 100px; height: 20px; margin-right: 10px;"></div> <div style="border: 1px solid black; width: 50px; height: 20px; margin-right: 10px;"></div> <div>%</div> </div>	

Continued

Part 2. Grants/Cooperative Agreements Duties**Pre-application/Application:**

- ☐ Prepares solicitation for proposals
- ☐ Identifies potential grantees for area of program emphasis
- ☐ Makes initial determinations (whether project is procurement or assistance, whether agency has legal authority, whether applicant is eligible, whether funding is available, etc.)
- ☒ Provides administrative information to applicants
- ☒ Determines appropriateness of applicant's workplan/activities/budget and compliance with regulations and guidelines and negotiates changes with applicant
- ☒ Assists applicant in resolving issues in application
- ☐ For cooperative agreement, determines substantial Federal involvement and develops a condition for agreement
- ☐ Negotiates level of funding
- ☐ Conducts site visits to evaluate program capability
- ☐ Serves as resource to Selection Panel
- ☐ Informs applicants of funding decisions
- ☐ Other (list)

Award:

- ☐ Prepares funding package, including Decision Memorandum
- ☐ Obtains concurrences/approvals
- ☒ Reviews/concurs in completed document
- ☒ Establishes project file
- ☐ Other (list)

Project Management/Administration:

- ☒ Monitors recipient's activities and progress
- ☒ Reviews reports and deliverables and notifies recipient of comments
- ☒ Provides technical assistance to recipients

- ☒ Advises Grants Management Office of potential problems/issues
- ☒ Participates in decisions/actions to ensure successful project completion and in decisions to impose sanctions
- ☐ Approves payments requests or ACH drawdowns
- ☒ Reviews requests for modifications, additional funding, etc., and makes recommendations to Grants Management Office
- ☐ Negotiates amendments
- ☐ Reviews Cost/Price/Analysis for recipient contracts/change orders (Superfund only)
- ☐ When necessary, recommends termination of the agreement
- ☒ Resolves with Grants Management Office administrative and financial issues
- ☒ Conducts periodic reviews to ensure compliance with agreement
- ☐ Other (list)

Close-out:

- ☒ Certifies deliverables were satisfactory and timely
- ☒ Provides assistance to recipients and Grants Management Office to ensure timely close-out
- ☐ Reconciles payment with work performed
- ☐ Notifies recipient of close-out requirements
- ☐ Obtains legal assistance if necessary to resolve incomplete close-out
- ☒ If project is audited, responds to issues and ensures recipient complies with audit recommendations
- ☐ Other (list)

Percentage of Time Spent on Grants/Cooperative Agreements Management

20 %

Part 3. Interagency Agreements Duties**Pre-Agreement:**

- ☐ Plans and negotiates work effort
- ☐ Estimates costs
- ☐ Obtains funding commitments
- ☐ Prepares commitment notice
- ☐ Writes or reviews scope of work
- ☐ Responds to pre-agreement inquiries
- ☐ Participates in pre-agreement conferences
- ☐ Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs)
- ☐ Negotiates and ensures execution of Superfund State Contracts (Superfund only)
- ☐ Performs technical evaluation of work plan and budget
- ☐ Prepares funding package and obtains necessary concurrences
- ☐ Other (list)

- ☐ Monitors cost management and overall technical performance
- ☐ Participates in decisions about project modification/termination
- ☐ Conducts periodic review of Superfund State Contracts payments receipts (Superfund only)
- ☐ Inspects and accepts deliverables
- ☐ Other (list)

Close-out:

- ☐ Reviews final report
- ☐ Decides on disbursement of equipment
- ☐ Reconciles payments with work performed
- ☐ Reviews Superfund State Contracts to ensure full reimbursement (Superfund only)
- ☐ Certifies deliverables
- ☐ Resolves close-out issues with Grants Management Office/other agency
- ☐ Other (list)

Project Management/Administration:

- ☐ Reviews progress reports/financial reports

Percentage of Time Spent on Interagency Agreements Management:

 %